

*Male:* Good afternoon, everyone. Thanks for joining us on this week's Teamster's Affiliate conference call. To get us started today, General President Jim Hoffa. Mr. Hoffa?

*Jim Hoffa:* Well, thanks everybody for joining me on this call. These certainly are tumultuous times with the COVID crisis and the election. There's so much going on right now. Since our last call, which was around Labor Day, you know, a lot has happened. The Teamsters still remain the leading union being the supply chain union. Over a million Teamsters are working every day from UPS to keeping our shelves full, to making sure PPE is delivered. We're out there every day making sure America runs.

And I'm so proud of all of our million and a half members that are out there every day, our million members because they're the ones that are the heroes, and they're the ones are in harm's way every day. But they do a great, great job. You know, we've already got 13 days to the next election. That's 312 hours if you think about it that way. And it's important right now, the most important thing we're right doing aside from dealing with the crisis with COVID is to make sure we win the next election.

As you know, your GEB unanimously endorsed Vice President Joe Biden and Kamala Harris, and we are doing everything we can to make sure win. Throughout our country, from one side of our country to the east to the west, people are working night and day. And you're going to hear a report Christy Bailey, our political director, about what we're doing and all the details of all the things being done. But I want to call your attention to each one of you how important this election is.

As we always say, this is the most important election we've ever had. Well, no one has ever seen anything like Donald Trump, so this is something really different. And a lot of people are voting and saying, "We've gotta get rid of Trump," and I think they're right. So all eyes are on politics. November 3 is the date. We have to go out and make sure we win. And what's involved in this? Winning means so much to our country.

But one of the biggest things aside from, you know, having sane leadership, people know what they're doing, running the country like it should be, we're gonna be able to focus on our biggest problem that we have in the union is to basically make sure that we can solve our pension crisis. But we're going to do that. One way or the other, we're going to do it either in a stimulus bill, or we take back the Senate, which looks very, very good, we will do that. As

you know, we've already have the House. Nancy Pelosi is our speaker, and she's doing a great job.

Every day I'm in contact with Chuck Schumer, our Senate Majority Leader and Minority Leader, and soon to be Majority Leader. We've got to win the House, the Senate, and the presidency. If we have that, we'll be able to achieve what we want wanted so long in this country, a really pro-worker administration that can deliver for all of us, and to make America fair again. That's what this is all about.

So there's a lot of things that we have to do, but we have to get the vote out. You know, I can tell you that I've already voted, and I've got it by mail. But I didn't really vote by mail. I walked up and took it right to the Civic Center and put in the box. But if you're voting by mail, do it now. And every local on this call has to realize how important it is that they motivate their members. And if someone calls and needs a ride to the polls, make sure you do it.

We have to be election-centered. Each local should be an active collection center to say we want to help our members vote. We want to encourage our members to vote. We want them to vote, and that's the most important thing. And whether your vote by mail, whether you stand in line, however you do it, get it done. If you're voting by mail or your voting absentee, do it now. You can't wait to the last minute to send your ballot in because there's a chance it won't be counted.

Now one of the things we talked about here in Washington is the fact already the Trump Administration is casting doubt on the election. That if they lose, they're gonna say there's something crooked about the election. And it's going to sow different problems amongst the people of our country. And we've got to be able to make sure everybody believes in the election. If we have a fair election, we have to believe in it and say we're gonna abide by the results.

And if Trump wins, he's the president. But we make sure he doesn't win, and to make sure that we get Vice President Biden in there. That's the big job we have to do. So whether it's the IBT, whether it's joint counsels, whether it's local unions, every one of us has to do our part to make sure we get this vote out. And that's a big job and everybody's gotta concentrate. It's the biggest thing we're doing between now and November 3. So concentrate on that.

Make sure you're in the office. Make sure you're there. Your office should be election subcentral on November 3 and the days before. If members call in and say, "I have a question about how do I vote? What do I do? Where do I go," you answer that question. But we have to give guidance to our members and to accept them. So we've got a great program for you.

We've got General Secretary Ken Hall going to speak with us; we've got Francois Laporte of Teamsters Canada, and of course we have Lamont Byrd, our safety and health director who's gonna be talking about COVID. So with that in store for you, thank you for being on the call. I'll talk to you some more later on. And Kim, let's hear from our Secretary Treasurer Ken Hall.

*Ken Hall:*

Thank you, Jim. You know, it's good to talk to you all again. I know it's been a little while, but we've all been busy representing our members, mobilizing for the current election, and just trying to keep everyone safe. As you know, as Jim just talked about, I've been talking about this election for several months already. It's the most important election in my lifetime, and probably all of yours also. We all know elections have consequences. I just don't think any of us could have imagined how bad the consequences of this one would be.

The economy, our ability to organize and represent members, the health of our families and loved ones, and stability and trust in the democratic process are all on the line right now. In eight months, more than 220,000 Americans have died from this virus, yet our president calls it a hoax. Says it's a blessing that he caught it, and says wearing mask is weak. If he remains in office, we're not gonna get this thing under control. Hundreds of thousands more Americans will die and millions more will get sick.

The economy will suffer; our kids won't be able to go to school, and people will continue to lose our jobs, and more importantly to lose hope. We just can't allow this to happen. This election, we just can't – we've just gotta vote Trump and all his friends out of office. But we must beat him by a landslide, so there's no mistake about who won. Trump's anti-union administration isn't stopping. They're continuing to ramp up their anti-union efforts as we speak.

So, you know, just last week, the Department of Labor proposed new regulations making it more complicated, more time consuming, and more costly for all of you to file your LM-2 reports. Comments on these regulations are due back in the middle of December, and he's hoping that he'll still be in office and they'll

go into effect. Because Trump has proven time and time again that he doesn't care about the average worker. Now contrast that with Joe Biden. Biden is union-friendly. He isn't afraid to say the word "union", and he's proud to stand with us with us and for us.

After the beating we've taken during the last four years, it's just so important that we elect someone who believes in collective bargaining, a living wage, and the dignity of work. And one thing it's incredibly important is he believes in fairness. He understands that our pensions have suffered because of the things that have went on in this country. And I think if we elect Joe Biden and a Democratic Senate, along with our Democratic House, we will have a real opportunity to fix our pension problems.

You know there's two weeks left. And I'm asking you, please do everything you can to focus your members on this election. Early voting is currently happening in many states, and we need to encourage our members to vote now. Let's not just win this thing. Let's send a message that enough is enough and we're not going to take this craziness anymore. And I've said before, our lives literally depend on it. Thank you. And now I'd like to turn the call over to the president of Teamsters' Canada, Francois Laporte.

*Francois Laporte:* Thank you. Thank you very much, General Secretary Hall, General President Hoffa. Thanks for the opportunity, brothers and sisters from across North America. Good afternoon. You know, before I started with my report, I would like to recognize the tremendous contribution and support of my two colleagues international vice presidents, Craig McGinnis and Stan Hennessy during this pandemic. They've been out there. They've been accessible. They have been very, very proactive during that crisis, and I have to recognize their hard work.

You know, like never before, you know, it's important that we work together, and not only in Canada, but also on both side of the borders. Our two countries are going through a very difficult time. Yes, the vast majority of our members are working, but also a significant numbers of our members are facing tremendous challenge, and they are counting on their union to help them. So it's important that we work together. I was listening to the report from General President Hoffa and General Secretary Hall about your election in United States.

Just this afternoon, we got the news in Canada regarding the Canadian politics. And I'm happy to report that this afternoon, the minority liberal government survived a confidence vote. And that

was the consequences of a motion introduced by the Conservative Party. And if that motion would adopted by the Parliament, that would have triggered a national election just before Christmas. So this is a good thing that the Canadian government survived. So this is good.

Regarding our economy, the financial assistance package for Canadian that was established by the Canadian government seems to work. We have a solid recovery. Eleven of out 15 industrial sectors are close to pre-pandemic level in terms of jobs. So the jobs are coming back in Canada. Just to measure the trucking industry for example, the truck entering – crossing the border is up two percent according to Canada's Border Service Agency. And despite the fact the Canada's borders are still closed to nonessential travelers. And this is on until November 21<sup>st</sup>.

So our economy is coming back slowly. Still some sectors are struggling, mainly at the hotels and restaurants, sports, entertainment, movie, airport and airline industry are facing very challenging situations. Regarding the COVID, we are in the middle of the second wave of COVID, of the crisis. Every day, we see thousands of new cases across the country. However, we see less people, less people are dying, but our hospital system are at full capacity.

So consequently, provincial government have declared state of emergency, and have imposed a very strict restriction and limitation to avoid another general lockdown. And those restrictions are applicable, for example, the number of people that can get together in a room. We have the indoor dining restriction in some provinces like the province of Quebec for example. If you're downtown Montreal, the restaurants are totally – are closed for the period for the month of October.

Regarding our union in Canada, I'm proud to report that our Canadians local unions have been very active representing our members. They have done a tremendous job despite the restriction imposed by our government. We have been able to negotiate an impressive number of collective agreements, and I invite you to visit our website and social media for details. But we've been very, very active in the healthcare center, hospital, food distribution and trucking. So don't hesitate to visit our website for more details. So that concludes my report. And I would like introduce the IBT safety and health director, LaMont Byrd.

*LaMont Byrd:*

Thank you, President Laporte. And good afternoon to everyone. I'd like to give you a brief update on what's going on with COVID-19, and update you on a few of the response activities that we've been involved in regarding the pandemic. As you are probably well aware, we as a country continue to struggle to effectively manage this public health crisis. There are over eight million confirmed cases of COVID-19 here in the US, and there are over 220,000 COVID-19-related deaths.

The number of confirmed cases in hospitalizations continues to trend upward nationwide. We continue to have elevated numbers of positive cases in our schools especially among our youth who are involved in team sports. It's been reported that European countries are beginning to experience a second wave of pandemic, and the experts advise us to be prepared for another wave to hit the US. As I reported to on a previous call, the Center for Disease Control is no longer the clearinghouse for COVID-19-related data, and consequently the information reported by the agency appears to have been greatly influenced by politics of the nation.

The same could be said for federal OSHA. OSHA, as the premier agency for protecting worker health and safety, has been on the sidelines offering a little more than guidance. However, some OSHA state plan states, namely those in Virginia, Oregon, California, and from what I understand, Michigan, have either issued emergency temporary standards or are working on COVID-19 safety and health standards.

Our Teamster leaders in the states in our political and legislative action department, and the Safety and Health Department are among those who are working on these standards and tracking the implementation of the standards. The Safety and Health Department continues to receive calls from local union officers and rank and file members regarding the efficacy of using cloth facemasks to reduce the risk of spreading COVID-19.

Unfortunately there's much confusion about what's legitimate and what's false information concerning how we best protect ourselves from exposure from the SARS-CoV-2 virus. There's an ongoing debate about wearing cloth facemasks as a substitute for employing other protective measures, such as physical distancing, and handwashing, cleaning and disinfection of surfaces, and increasing ventilation rates in indoor environments and vehicles.

As I previously indicated, it's critically important to use all of these measures to reduce the risk of transmitting or becoming

exposed to the virus. One additional measure that's being recommended to get the seasonal flu vaccine, which I did that last week myself. We believe that it's extremely important for our union leaders and membership to have access to legitimate information, so the Safety and Health Department continues to diligently work to provide information and training to support our membership.

As I noted in my previous update, the department receives federal grant funding to provide virtual COVID-19 and other safety and health-related training to our rank and file members and local union leaders at no cost. The virtual training platform is now fully functional. We currently have 31 instructors who have completed our train the trainer courses for both COVID-19 and presenting courses on a virtual platform. To date, we've conducted 51 COVID-19 one-hour awareness level classes, and 710 members and staff personnel has successfully completed those classes.

And that's been – it's taken us about a month to train over 700 people. We've developed over 30 industry-specific factsheets. And as we obtain more information, we update those factsheets. We also understand that many of our essential worker members must receive training and certification on other safety and health issues to maintain their employment. In an effort to provide support to these members, we are now able to present our eight-hour HAZMAT transportation safety and security awareness course, our OSHA ten-hour construction safety course, an OSHA ten-hour general industry safety course, a four-hour safety course with forklift operation, and a four-hour confined space entry level awareness level course on a virtual platform.

So we can do all these courses virtually. There's a great deal of interest on the part of local unions and our members to receive this training especially the COVID-19 awareness level course. And we're scheduling classes on an ongoing basis. If you are interested in making any of these courses available to your membership or staff, e-mail us at e-learning at Teamsters safety dot-org or visit our website at [www.teamster.safety.org](http://www.teamster.safety.org) or the main teamster website at [www.teamster.org](http://www.teamster.org) where you'll find a link to our website.

Thank you. Get your flu vaccine, wear your mask, wash your hands, maintain physical distance, stay safe and vote. I would now like to introduce Christy Bailey, Director of the Political and Legislative Action Department. Christy?

Christy Bailey:

Thank you, LaMont, and obviously I'm not going to be the first person on this call to remind everyone that this is the most important election of our lifetime. You know, we need a president who will stand up for working people, especially in the middle of a pandemic. And we've seen a true lack of leadership from Republicans in DC from funding for PPE, for funding to our failing airline industry, funding for state, and relief for failing multi-employer pensions.

Speaker Pelosi has acted, showing us what we can get done when we put labor-friendly officials in charge. So she has run up against strong anti-labor sentiment from Senator McConnell and the White House. In 13 days, we can change that. We can send her back next year as speaker with the labor-friendly Senate and White House. But this election is about more than just DC. We have embow initiatives like in places like California, where Uber and Lyft have put the most expensive **valueship** ever on the ballot, and that is saying a lot of California.

And if they are successful and pass Prop 22, it'll spread the independent operator model across the country. And we have governors races, and Attorney General races, and state legislative races that we must prevail and as we were heading into redistricting that will draw lines that we all have to live with for a decade. And we have the added need now to have labor-friendly chambers as **deciding** over state funding is going to be stressed even more due to COVID, and those **funds** will begin early next year.

We know what's at stake so we'll take a look at the state of the races. The latest polling shows Donald Trump at 53 percent disapproval and 43.1 percent approve. The national averages of the horse race between Biden and Trump has Biden with a double digit lead, 52.2 percent to 42.1 percent. The odds are very good that Biden will win the popular vote, and probably by more than Hillary Clinton did, but the popular vote does not determine the president. Biden needs to get to 270 electoral vote.

The most likely path to 271 runs to the blue wall we've been talking about for years. And that wall is Michigan, Pennsylvania, and Wisconsin. Recent polling shows Biden up between 6.6 percent and nine percent in Michigan, between 4.4 percent and eight percent in Pennsylvania, and between 6.1 percent and nine percent in Wisconsin. Looking beyond the blue wall, *[inaudible due to audio breaking up]*, we have Arizona, with the polling Biden polling average .06 to five percent.



North Carolina percent Florida up 1.9 to 3.2 percent. Florida up 1.4 to 4.0 percent. And Georgia is starting down 0.3 percent up 1.3 percent. So there are several roads to 270 for Joe Biden, however these polls will tighten as we move closer to Election Day, and they are not that different to where Clinton was four years ago. And there are warning signs with White, non-college, rural voters are now more education voter registration early votes in 2016, and voters of color and young voters are less engaged.

It is also unclear whether pollsters have adequately included enough Trump voters in their polls again, an issue that we had in 2016. So the outcome of the presidential still very much in the air. The polls will tighten. We should anticipate the outcome will be close. Moving to the United States Senate, we need to net three or four seats to take the majority. We need four seats if we do not win the presidency. If we win the presidency, we just need three seats, and Kamala Harris will break the tie.

Right now, it looks like Democratic Senator Doug Jones will lose his race for reelection in Alabama. We are also very closely watching democratic incumbent Senator Gary Peters in Michigan, where the polling is closer than we would like, but he is expected to win. Moving to the Republican column, there are now seven Republican-held Senate seats, their rates is a toss-up. Those are two seats in Georgia, Iowa, Maine, Montana, North Carolina, and South Carolina.

There are two Republican-held seats, but now our rate has leaned Democrat, and those are Kelly in Arizona and Hickenlooper in Colorado. And there are races in states like Kansas and Texas that have moved slightly towards the Democrats. If there is a big wave, it is possible we pick those up. It's still somewhat unlikely. One thing I want to note on the Senate, it is likely that at least one, maybe both of the Georgia Senate races will go to run-offs. So it is possible we will not know who is taking control of the Senate until that election, which will be on January 5<sup>th</sup>.

And the races that will keep Nancy Pelosi as speaker as the speaker are shaping up nicely, and it seems likely we will maintain the majority. We are seeing some tightening of races with some of our house champions, and are quickly moving to make sure are getting some Teamster voters out for them. Our Teamsters program, which we actually started in the early summer of last year, it's a little surreal to think we are only 13 days left until the election.

You know, we started early because we recognize the importance of the election and the importance of turning out an educated teamster membership we didn't issue survey of the numbers, so we knew the issues we should focus on. We mobilized during the Democratic Primary using the large field of **canvas** to make sure the teams were visible on the election, and that the issues the issues our members told us were important were set in discussion.

We had democratic candidates \_\_\_\_\_ and actions, and record videos. We even have them commit to neutrality in organizing which led the Teamsters Local 238 representing the Biden campaign staff. The first time ever that a presidential campaign staff has been organized. And we had our first ever Teamster candidates forum on December 7<sup>th</sup> in Cedar Rapids. And once again, we talked about pension, collective bargaining rights, and fair trade, the issues our members that were important. You can still see the video of the primary activity at [www.teamstersvote.com](http://www.teamstersvote.com), and also get great information about how to vote in this general election.

It should be noted, and especially if any of your members, Republican members are questioning this, President Trump was invited to participate in all the same action and chose to do none of them. We were gearing up to keep that visibility throughout the primary when our gamebook changed due to COVID. Many of our campaign tactics had to change due to COVID. In the absence of rallies in worksites, we immediately look for other ways to get our work done.

We used the primary to test at how to use our message systems in more conversational ways. And then we've gone back to relying heavily on good old-fashioned phone banking. We have done three ways of direct mail in our target races backed up by a digital media plan. So our numbers are hearing from us about the election in their mailboxes and on their devices. The key to winning is the hard member-to-member direct contact. And this year with COVID, that means long hours on the phone.

As we have geared up our GOTB efforts, I am proud to say that we have over 225 political field organizers and IBT staff working today to turn out our vote. And we've had over 800 people sign up to get log-on information through our land phone banking system. We have portraited our voters, we have ID-ed our voters, we know who our Biden voters are, and we have their phone numbers. We have a target GOTB teamsters universe right now of 104,819 teamster that we need to get to the polls in our targeted states.

Of those, over 49,000 have received their ballots and not returned them. And we have the folks on the phone literally right now tracking them down. Nineteen thousand, three-hundred and eighty-seven in our target universe have already voted by mail. We will be on the phone tracking down these teamsters right up until the polls close. In addition to that, we have held and will be holding numerous townhalls with Teamster-endorsed candidates.

Just this week, the General President will be on Zoom townhalls with Steve Bullock, who is running Senate in Montana, and Mark Kelly who is running for Senate in Arizona. And our Minnesota Teamsters will be holding a town hall with congressional candidates in their state. We are literally doing everything we can, everything we can think of to turn out every Teamster vote. We are also working with the Biden campaign to keep them, to help them get their calls done. And you'll be getting information shortly about an upcoming Biden Teamsters phonebank. We have also partnered with the AFL-CIO and Power the Polls to make sure the election is stacked. With the shortage of poll workers due to COVID, it is more important than ever that labor is stepped up to make sure those polling locations in key states are open and staffed.

Usually this is where my election report would end, but not this year. In addition to winning the election, we may also need to help defend the election. We are very focused on winning, and we'll work every minute to ensure that. But we hear the rhetoric and share the concerns about potentially needing to defend the right, to defend and fight to make sure every vote counts. It is likely that we will not know the winner on election night. It is likely that Trump will take an early lead on election night, but it will be chipped away at as more state polls close, and more vote-by-mail is tabulated.

In two key states, it could take longer. In blue wall states, Pennsylvania and Wisconsin, election offices are not even able to begin preprocessing a ballot until Election Day. So it could be Wednesday or Thursday, or the weekend, before we know who has won, which is plenty of time for folks to try to disrupt the results. We are according with the AFL-CIO, and should we need to mobilize in any way, we will be in touch with you all to make sure labor is speaking with one voice.

Thank you for everyone who has worked directly with the cycle, and everyone who has registered a member, or talked to a member, or turned out a member about this election. The most important thing we can do as a General President said over the next 13 days

is turn out every vote we can and make sure that we win this election. Thank you. And I'm gonna turn it back over to General President Hoffa.

*Jim Hoffa:*

Well, I thank you very, very much Christy. And good reports by everybody. Thirteen days. That's 312 hours. Just think of that. The most important election ever. And as Christy said, some of the people, our teamsters, that got mail ballots haven't mailed them back yet. That's incredible. We've got to get a hold of those people. If they call the local union and want to know what to do, please tell them to put it in the mail. Don't wait to the last minute.

We have a lot of things to do here. And be sure that you're up and at them on the Election Day and the day before because you're going to get bombarded with questions from your local union members saying: "What do I do? Where do I go? What do I do?" And you're there to tell them what to do. So we've got a lot of work to do.

This is the most important election we've ever had. We've got to make sure we win. And until the next time, hopefully I'll be calling with a victory report. Let's stay together. Let's stay safe. Stay healthy. Stay united. And most importantly, stay Teamster strong. Thank you so much.

*[End of audio]*